

# **Monitoring of Employees**

## **Abstract**

The thesis aims to provide a critical review of the complex topic of employees monitoring to the reader. The thesis summarises the information from the legislation connected to employees monitoring concerning the legal aspects of personal data protection. The thesis also takes into account the recent changes in European legislation. The primary legislation related to this subject is the provision of Section 316 of the labour code, as well as the European regulation of personal data protection GDPR. The thesis is divided into four chapters. The first chapter offers a historical overview of the labour law and the protection of privacy and personal data. In the second chapter, the particular legal bases of employees monitoring are analysed. The third part is focused on the history and the activity of the supervisory authorities which are the Office for Personal Data Protection and the State Labour Inspection Office. In the last chapter, the particular methods of employees monitoring, namely closed-circuit television, control of correspondence, phone calls and business computers, location tracking and biometric identification are described and analysed.

## **Keywords**

Employees monitoring, closed-circuit television, GDPR